



Fleet and Industrial Supply Center - Norfolk, Virginia

# Supply Chest

April 9, 2004

Ready - Resourceful - Responsive!

Vol. 56 No. 7

## FISC Norfolk celebrates 85 years of service to the fleet

Employees at the Fleet and Industrial Center, Norfolk marked a major milestone March 30 when they formally celebrated the Center's 85th birthday. Retired employees returned to their old stomping grounds to join the celebration, including former Executive Director Robert Jack.

FISC Norfolk Commanding Officer Capt. L. V. Heckelman began the celebration by presenting a number of awards. He took great pleasure in presenting length of service awards to employees with combined total service of more than 300 years.

Capt. Heckelman also presented Employee of the Quarter awards. Their names and photos are featured on page 12.

Following the awards, Capt. Heckelman spoke about the history  
**continued on page 8**



FISC Norfolk Commanding Officer Capt. L.V. Heckelman addresses employees and guests at the 85th birthday celebration.



### Motorcycle rally for Navy/ Marine Corps Relief

FISC Norfolk Executive Officer (and avid Harley Davidson enthusiast) Capt. Bob Carter signals for the March 26 Rally for Navy/Marine Corps Relief to begin. More than \$600 was raised by the 15 riders, who rode from Building W-143 to Virginia Beach. Congratulations to YN1 Susan Newton and Lt.j.g. David Ranney for their hard work to raise awareness and funds for NMCRS.

## An open letter to civilian employees from NAVSUP

*The Under Secretary of Defense for Personnel Readiness and the Secretary of the Navy have posted the attached letter to the National Security Personnel System web site at [www.cpms.osd.mil/nsps/whatsnew.html](http://www.cpms.osd.mil/nsps/whatsnew.html). In this communiqué the Secretaries talk about the development of the new personnel system.*

*I wanted to get this letter into your hands as quickly as possible as it discusses the careful considerations underway as we in DoD prepare for this important change. It also tells you how you can keep abreast of the process and how you can offer your own comments and suggestions by going to the NSPS web sites. With regard to the television availability, I realize that some locations do not have access to the Pentagon News Channel or military television. We are looking into what our options may be to provide that service and will advise you of the results separately.*

*I value each of you as a member of our enterprise, and I am committed to ensuring accurate, timely information is provided to you as this system is developed.*

J. D. McCarthy  
Rear Adm., USN

## From the Executive Director ... A Mentoring Program at FISC

FISC Norfolk is about to start a second group of participants in our mentoring program. The mentoring program will be open to GS-7-11 and corresponding WG employees.

Mentoring is a powerful form of human development. It releases the energy and talent in people. It is the link between the employee and the experienced professionals for career development. It prepares the employee with technical and professional skills and helps in preparing them for leadership assignments.

Mentoring is not a new concept. It is a process for developing leaders. The goal of mentoring is to provide information and encouragement to others in their job performance, capability and career development.

The primary participants in the mentoring programs are the mentees and the mentors. The mentee will have the opportunity to observe and interact with experienced personnel. The mentor facilitates personal and professional growth in an employee by sharing the knowledge and insights that have been learned through the years.

The mentoring program at FISC will include the following:

- A designated mentoring facilitator, Ms. Susan Thornes, who will oversee the program to ensure adequate resources and management commitment.

- A voluntary mentoring program that includes a structured mentoring process to maximize the benefits to employees and the organization.

- An established mentoring cycle with start and finish dates to provide mentoring opportunities to as many volunteers as possible. The cycle will include mentor and mentee matching, training leadership development training, shadowing assignments and graduation.

If you are interested in this program, please call Susan Thornes at 443-1728, or e-mail her at [susan.thornes@navy.mil](mailto:susan.thornes@navy.mil). Individuals interested in this program must express their desire to participate in the program no later than April 23.

Ms. Thornes is also soliciting volunteers to be mentors. Mentors must be individuals available, willing and able to mentor others.

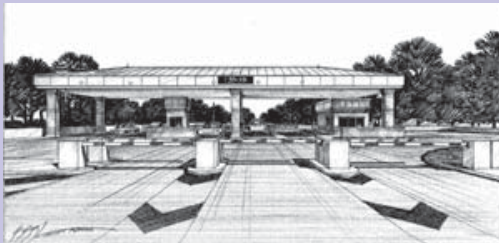


*Ms. Sidnia Etherington*

They must also be prepared to invest the time in helping, teaching, coaching and supporting the mentee's career development and personal growth.

I personally endorse this program and consider the program an effective approach for leadership development.

## Temporary inconvenience will bring long-term security benefits



*An artist's rendering of what gate 3A will look like once renovations are complete.*

All the benefits that will be realized from a \$3.99 million renovation to gate 3A of the world's largest naval base will come, but they won't happen overnight.

The 11-week long project to rebuild a new, modern and far more aesthetically pleasing gate that some 15,000 motorists use each day began April 6. The project will likely cause some temporary traffic challenges. Officials anticipate delays that may back up to I-564 before the entrance and at other gates around the naval station as motorists seek alternate routes during the morning commute.

"While I understand that this project is going to cause some inconvenience to motorists, particularly during the morning commute. I also know that the end result will

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## Supply Chest

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## Admirals Quarters

In today's fast-paced and increasingly technical world, we all need to ensure our knowledge and skills are up-to-date. The great classes we host at our FISCs and the abundance of free online training are designed to help us achieve currency. There are other options as well. Let me outline below, and encourage you to consider, several developmental programs that are sponsored by our Naval Supply Systems Command team.

I was recently the guest speaker for the Alpha Company graduation at the Navy Supply Corps School in Athens, Ga. It was a very rewarding experience for me. While there, I had the opportunity to tour the campus and visit the Advanced Management Program (AMP) class that was in session at the Tench Francis School of Business.

The AMP is a three-week program for GS-13/14 civilians and O-5/O-6 select officers. It is modeled after executive training programs offered at civilian universities. Leaders of the future will face challenges due to rapid change and instantaneous information exchange. AMP provides the tools necessary to formulate and implement strategy, develop and manage networks of people, and incorporate experiences into a broadened policy-level perspective. I am a firm believer in the AMP program. As such, I have committed to the NSCS commanding officer, CAPT Bob Monette, that COMFISCs will regularly send top performers through the course. This is one of those milestones that

clearly separate individuals in terms of competitiveness for positions in NAVSUP.

The Corporate Management Development Program (CMDP) is another training program designed to shape a flexible, mobile and prepared workforce to fill leadership roles within the NAVSUP claimancy. The primary purpose of the CMDP is to develop leaders who will enable NAVSUP to operate as a high performing organization that delivers combat capability through logistics. This 18-month program has been revised for fiscal year 2004 and remains a two-track management development program (CMDP I for GS-11/12s and CMDP II for GS-13/14s). CMDP I is open for application from April 1 through May 3.

For entry and mid-level federal employees, the USDA Graduate School has two excellent 6-month programs designed to strengthen basic competencies in managerial skills such as oral and written communication, problem solving, leadership skills, self-direction, flexibility, customer service, decisiveness, and technical competence. The Aspiring Leader Program is for GS-5/7 employees and the New Leader Program is for GS-7/9/11 employees. Both develop future public service leaders by providing assessment, experiential learning, and individual development opportunities for employees who have recently entered leadership positions or have a high potential for leadership.

Chief of Naval Operations Admiral Vern Clark has said, "We must continually focus



Rear Adm. W. A. Kowba  
COMFISCs

on our management abilities. There are unique skill sets that we must develop as we achieve positions of greater responsibility in this organization."

I ask you to think about developing your skill sets through any one of these outstanding programs.

A handwritten signature in black ink, appearing to read "W. A. Kowba". The signature is fluid and cursive, with a long horizontal stroke at the end.



## Individual Augmentation Assignments

The Supply Corps' expanding role in joint operational logistics makes it advantageous for individual Supply Corps officers to participate in joint logistics training and experience opportunities. Since December 2002, more than 90 Supply Corps officers have provided direct support of the Global War on Terrorism and Iraqi Reconstruction efforts through individual augmentation assignments.

These officers ranged in rank from Chief Warrant Officer to Captain, performing duties in a wide range of functional areas including petroleum, ordnance, contracting, transportation, and financial management, as well as logistics planning.

Each of these officers has gained valuable insight into joint operations from a theater perspective and broadened their operational logistics knowledge as a result.

The opportunities to serve on contingency operations assign-

ments are expected to continue. There is tremendous benefit in capitalizing on these opportunities to gain or expand the knowledge level of individual Supply Corps officers in joint operational logistics. If you are interested in volunteering and can obtain approval from your command to deploy to an individual augmentation assignment, or have general questions about future opportunities, contact LCDR Liz Farrell, SUOP1A, at [elizabeth.farrell@navy.mil](mailto:elizabeth.farrell@navy.mil), or by calling (901) 874-4609, or by visiting the Joint Operational Logistics website at [www.nko.navy.mil](http://www.nko.navy.mil). Go to "Communities;" "Supply Corps Officers;" "Joint OPLOG."

J. D. McCarthy  
Rear Adm., SC, USN

## Speaking for the Fleet ... FRP - What it means to you

By **FLTCM(SW/AW) "Buck" Heffernan**

The most talked about phrase in the Navy today is arguably the Fleet Response Plan, or FRP. It's talked about so often not only because it's changing the way we deploy and respond to crisis, but because it also poses a change to the way of life to which we have grown accustomed. Unfortunately, so have our potential adversaries.

Before I tell you my perspective on what FRP means to Sailors, let me first dispel some of the rumors that have been spread. The FRP isn't something to fear. It doesn't mean Sailors will deploy more often, or even for longer periods of time. It doesn't mean deployments will be a secret. It doesn't mean Sailors have to live in a world of anxiety, not knowing if they will be gone next week or not. I have heard so many Sailors talk of FRP in such terms that I truly believe all leadership needs to aggressively engage them to ensure they truly understand the intent of this new concept. FRP is not a really a plan. Rather, it's a cultural shift and you should be hearing about this at every level of your chain of command.

Before the war in Iraq, our calendars were extremely predictable — for us and for any would-be adversary. We deployed every 18 months, and we knew for sure that when our ship came home, we were pretty much off the hook for anything until we had completed another entire Inter-Deployment Training Cycle. It was like clockwork.

When President Bush said to the military, "Be ready," and later gave the order to deploy for Operation Enduring Freedom, the Navy did something remarkable. We sailed almost every ship we had, regardless of its percent of completion in the standard training cycle. Looking back, it's one of the best things we have ever done because it finally broke the mold. This bold step was a positive impetus for change.

Today, FRP is a concept to keep potential adversaries guessing, and also to give the President, at any moment, the most combat power possible. These two goals are parallel.

Sailors today need to understand why this is such a good thing, but also understand how it affects their lives. The two questions I hear most often are: "Does this plan mean we'll deploy more often?" and, "Does this mean we have to be ready to deploy all

the time?"

The answers are "no" and "no."

To begin with, the Navy has made a 180-degree turn on how it views deployments. In the past, each ship underwent a series of maintenance and training requirements that it was required to meet before the predictable deployment date described above. In other words, we worked backward from the deployment date.

The result was a fleet that, at any given time, could only be utilized at about a maximum of a third of its strength.

FRP looks forward, not backward. A ship that has just returned from deployment could easily be redeployed, if needed, with only the most basic ship qualifications and maintenance needs. The crew of this returning ship has a wealth of fresh experience in carrying out its mission. To ignore that baseline of knowledge doesn't make any sense. Deploying that quickly would only happen in national emergency. Under the new plan, the Navy refers to that period of time and training as the "emergency surge" phase. In an emergency, ships in this phase could be called upon to join those ships already deployed to carry out an emergent mission.

The "surge ready" phase is attained once a ship completes intermediate training, such as participating in a Composite Training Unit Exercise and receiving "blue water" certification. A ship that is surge ready can easily be deployed if called upon.

The final stage is called "routine deployable," which is achieved after the ship and its crew complete advanced training such as successful participation in a Joint Task Force Exercise and refresher training. Ships in this phase are those that can, and will, be scheduled for regular, planned deployments — much like has been done in the past.

The goal of FRP is to also streamline maintenance. The plan assures that there will always be ships and crews ready to be deployed if needed. But, it is important to know that no ship will deploy under the first two phases unless there is a national emergency. The intent of FRP is not to increase operational tempo or personnel tempo.

In reality, FRP is a very good thing for Sailors. It heightens everyone's attention to world events, keeps training levels up where they need to be, demands ships are manned



*FLTCM(SW/AW) "Buck" Heffernan*

correctly all the time, and will ensure that, in national emergency, the President has at his disposal the largest percentage of Navy assets possible.

Sailors who surged in Iraq tell me that they are not upset that they were called to action. Indeed, they are proud of what they accomplished, and say they do not mind doing what is asked of them when there is purpose behind it. They rose to the occasion and have justifiable pride in their accomplishments. Every time someone says "those poor Sailors" they cheapen their contribution. In essence, the Sailors who surge are the champions of this effort, and we don't need to feel sorry for them, we need to honor them.

### Please donate leave if you can

Robin Johnpier, COMFISCS Comptroller Department Liaison Office, is asking for donated leave to help care for her sick mother until she can get her back on her feet. She had a heart attack and both of her lungs have collapsed. She is on oxygen 24 hours a day now but with exercise and rehab they hope to get her back on her feet again real soon. For information on how you can help, please call Emilie Matias at (619) 532-3261. Completed leave donation forms should be sent to Emilie Matias at 937 N. Harbor Drive, San Diego, CA 92132. You may also fax a completed leave donation form to her at (619) 532-2468.

# Happy 85th Birthday FISC/NSC/NSD Norfolk



DEPARTMENT OF THE NAVY  
5450 CARLISLE PIKE  
PO BOX 2050  
MECHANICSBURG PA 17055-0791

*Commander  
Naval Supply Systems Command*

*Chief of Supply Corps*  
16 MAR 2004

Dear Captain Heckelman,

On behalf of the Supply Corps and the Naval Supply Systems Command, it's a pleasure to extend to you and all your personnel best wishes on the 85th Anniversary of the Fleet and Industrial Supply Center Norfolk, Virginia.

FISC Norfolk's vital contributions to the Naval Supply Systems Command and Navy are well known and highly regarded. Your dedication and support throughout our Transformation has made it possible to increase our effectiveness and support the CNO's top five priorities.

You can be proud of the excellent reputation your team has deservedly earned.

Happy birthday and best wishes for many more years of continued success.

Sincerely,

J. D. McCARTHY  
Rear Admiral, SC, USN

Captain Loren V. Heckelman, SC, USN  
Commanding Officer  
Fleet and Industrial Supply Center  
1968 Gilbert Street, Code 60  
Norfolk, VA 23511-3392



## Serving the fleet from...



*This March 26, 1919 photo shows some of the original employees of Naval Supply Station Norfolk at what was then called the Naval Operating Base at Hampton Roads, Va.*



*The Navy's first aircraft carrier, USS Langley, sits alongside Naval Supply Depot Pier 3. The "Old Covered Wagon" didn't join the fleet until 1922. The ship received its nickname because it was the coal ship Jupiter prior to being covered with a flight deck and converted to an aircraft carrier. Pier 3 was built in 1919, the same year Langley's conversion began.*



*As World War II manpower shortages became acute, arrangements were made through the Norfolk Board of Education for the employment of school boys who were over 16 years of age, from 5:00 to 8:00 p.m., Monday-Friday, and Saturdays and Sundays as required. It was provided that these boys would work not more than 36 hours per week; had their parent's consent; and maintained satisfactory school standards. After a short indoctrination period, 150 boys became valuable assets to NSD Norfolk. Pictured are 62 of the 150 boys.*





## “...The World’s Largest Store” since 1919



Former FISC Norfolk Executive Director Robert Jack shared cake-cutting honors at the 85th birthday celebration with current FISC Norfolk Executive Director Sidnia Etherington and FISC Norfolk Commanding Officer Capt. L. V. Heckelman



Trains were frequently used to transport supplies to building W-143 for further transfer to the fleet, as shown in this 1950 photo.



Former FISC Norfolk Commanding Officer Rear Adm. Paul Soderberg (center) helped cut the ribbon at the opening of the Learning Resource Center in 2001 along with Fleet Training Center Norfolk Commanding Officer Capt. Fred Bertsch (left) and FISC Norfolk Commanding Officer Capt. Bill Kowba.



Ships preparing to deploy to the Mediterranean nested alongside Pier 2 to receive supplies before their departure.



## 85th anniversary from page 1

of FISC Norfolk. Capt. Heckelman's remarks were followed by a Powerpoint slide presentation that provided a visual history of the Center through 85 photographs. A brief written history follows at the end of this article.

The FISC 85th birthday celebration ended with cake and other refreshments. Retired employees had a chance to see how Building W-143 had changed, and talked about "the good old days." Capt. Heckelman also invited everyone to an 85th anniversary/multi-cultural heritage picnic that will be held in June. As details for this event become available, they will be published in the *Supply Chest*.

*The Fleet and Industrial Supply Center (FISC), Norfolk was originally established as the Naval Supply Station in 1919. Its sole mission then was to provide fleet supply support. In 1927, the station was designated a Naval Supply Depot, with an expanded mission to include support of overseas naval facilities. In 1948, through consolidation of supply functions, the center was renamed Naval Supply Center (NSC), Norfolk, a name it retained until 1993.*

*The end of the Cold War brought the downsizing of the Department of Defense and a new emphasis on consolidation. In March 1992, all physical distribution functions were transferred to the Defense Logistics Agency. On March 1, 1993, NSC Norfolk officially became Fleet and Industrial Supply Center, Norfolk. The primary missions of FISC Norfolk are to reduce fleet operating costs and to help the Navy's industrial establishment become even more competitive.*

*FISC Norfolk is a field activity of the Naval Supply Systems Command (NAVSUP) and the Navy's regional broker for goods and services for the Commander, Naval Region, Mid-Atlantic. It is headquartered on the Norfolk Naval Station with regional supply offices at Naval Station, Norfolk; Naval Air Station, Oceana; Norfolk Naval Shipyard; and Cheatham Annex in Williamsburg, Va. Other regional responsibilities include the Naval Air Terminal at Naval Station Norfolk. FISC Norfolk is also comprised of detachments in Washington, D.C.; and Philadelphia, Pa. Naval shore installations east of the Mississippi River, Atlantic Fleet ships and units, and various overseas military installations also receive logistics and supply support from FISC Norfolk.*



Completed in 1943, Building W-143 was the largest government building south of the Pentagon when it was built. Today, it is home to FISC Norfolk and Defense Distribution Depot Norfolk.



Rear Adm. Linda Bird, commander, Defense Supply Center Columbus, listens as Dave Cass, transportation system analyst, explains the RFID tagging system at Building CEP-201. The new system provides a more accurate method of tracking items in outbound shipments from Building CEP-201. Rear Adm. Bird toured other FISC spaces as well as DDNV spaces during her two-day visit to Norfolk. Also on hand for the demonstration were FISC Norfolk Commanding Officer Capt. L.V. Heckelman, FISC Norfolk Ocean Terminal Director Cris Toledo (far right), and Kerry Foerst, branch head, Ocean Terminal Division.



## gate closure from page 2

be worth that inconvenience," said Rear Adm. Stephen Turcotte, commander of the Navy's Mid-Atlantic Region headquartered at Naval Station Norfolk. "That result will be more safety and security for our sailors and civilians who live, work and visit Naval Station Norfolk."

Capt. Jerry Becker, commanding officer of Naval Station Norfolk, asks that motorists keep in mind that this project represents a "temporary inconvenience, but a permanent improvement."

"We know that this is going to cause some initial delays," said Becker, "but we are asking for people's patience as we get this important work done. We believe that once the people get used to the new traffic pattern, it will become routine."

Although the adjacent gate 3 will remain open during construction, capacity will not be sufficient to accommodate normal volume at the combined gates and commuters are encouraged to use alternate access. Those who do choose to use gate 3 will be directed straight down Bellinger Boulevard for three blocks to Third Avenue, where they will have an opportunity to turn left. Third Avenue will lead to a temporary traffic light installed at the intersection of Aircraft Tow Way, where motorists will be able to turn left en route to Gilbert Street. A left on Gilbert Street will, after three intersections, put drivers at the intersection of Gilbert Street and Bainbridge Avenue, just as if they had come in gate 3A and traveled straight to the stop-light.

Some permanent changes to internal existing installation streets, such as the closing of Piersey Street access from Bainbridge Avenue, will also be made causing temporary disruption on the naval station, as well.

The Navy is working closely with the city of Norfolk and the Virginia Department of Transportation to ensure minimal impact to the daily commute. Individuals who frequent the installation will see signs and displays highlighting the changes in traffic.

New gate construction is not limited to Naval Station Norfolk, however. Construction began March 21 at Naval Air Station Oceana's gate 1, and is scheduled to begin at Naval Amphibious Base Little Creek soon.

The difference between Naval Station Norfolk and the other installations is that, because of property constraints, the naval station is the only installation in the region that is forced to close gates. Oceana and



**Construction began April 6 on Gate 3A. The above map summarizes the effect its closure will have on commuters. Gate 3A is expected to remain closed until late May, when renovations are scheduled to be completed.**

Little Creek have the available property to reroute traffic and continue to use the gates while construction is ongoing.

The design for the new gates being built throughout the region were completed and submitted for approval by the Naval Facilities Engineering Command, Atlantic Division, and has been chosen as the standard for gates not only in the region, but also across the Navy.

The design incorporates automated "pop up" barriers that can be used to confine vehicles whose drivers try to enter the bases without permission. The automated system removes the need for the concrete barriers that are moved around to complete the same task.

"Right away, we are talking about removing the need for forklift drivers who move the concrete barriers at the gates," said Becker. "That's one less person we will need on a daily basis."

Additional potential manhours will be saved, according to Becker, with the new gates' capacity for technology. A day envisioned by advocates of the "Common Access Card" will come, when fewer human beings are required at the gates to check IDs, because electronic card scanners will be used instead.

Until that day, those who do check IDs will be a bit safer because, instead of standing in lanes of traffic to check IDs, they will be positioned in pedestals safely out of the way of incoming traffic. They'll also be protected from the weather by the overhang that covers the entire gate structure.

The "cover sentries" currently located in close proximity to the gates will be moved back (thus the reason for closing Piersey Street on Naval Station Norfolk) to allow sentries more time to react if a driver "runs" the gates, according to Becker.

The biggest benefit may be that additional lanes will be added. On naval station, for example, a left and a right turn lane will be added to Bainbridge Avenue beginning at Franklin Street and continuing to Gilbert Street. That will keep two lanes of incoming traffic flowing inbound to Aircraft Tow Way.

New gate construction will not end with this initial offering of projects. As soon as gate 3A is completed on Naval Station Norfolk, construction will begin on gate 2, affecting some 37,000 motorists per day directly entering from Hampton Boulevard. Gate 5 renovations on the naval station are approved for fiscal year 2005, with projects on all remaining gates pending the budget approval process.

Upon completion, the improvements will include standardized security capability, infrastructure to support future technology, and consistent design philosophy all in an effort to provide appropriate security protection and to minimize traffic congestion at different security levels.

"I just ask that people bear with us for the short term, Becker stressed. "We are doing everything we can to make this as painless as possible. Remember: It's a temporary inconvenience with a permanent improvement."

### Thanks from COMNAVAIRLANT USS Fletcher sends thanks

Cdr Mckone,

I wanted to express my appreciation to you and all your supporting staff on this urgent shipment of Aviation Material. Your professionals (Mr Boyce, Mr Kight, and especially Ms Olmstead) were directly responsible with relatively no notice to go the extra mile to make this shipment happen. This material will be used in direct support of the warfighter and the "Can Do" attitude of your people made the difference! Thanks again

Major Brent Meeker  
COMNAVAIRLANT  
Helo Logistics Officer



FISC Norfolk Commanding Officer Capt. L. V. Heckelman presents Capt. Mike Carlson with the FY 2002 Rear Adm. Christian J. Peoples Award. It is presented annually for procurement from participating non-profit agencies, serving people who are blind or otherwise severely disabled, under Public Law 92-28, the Javits-Wagner-O'Day Act.



FISC Norfolk Commanding Officer Capt. L. V. Heckelman congratulates SHC(SW) Marlon Carter after presenting him with a Navy/Marine Corps Commendation Medal. Carter was assigned to the Fleet Assist Team.

Thank you and BZ to FISC Norfolk's Fleet Assistance Team Naples rep. SHCS Maria Haithcox. Your assistance in repairs to Fletcher's ROM II operating system was greatly appreciated. Your expertise and the training you gave Fletcher Sailors were outstanding and will be invaluable to Fletcher ship's servicemen living up to the Fletcher motto "in peace and war, prepared."

Cmdr. Nolan sends.

### BZ from USNS Spica

We would like to take this opportunity to say thank you and well done to everyone who contributed to USNS Spica's successful deployment loadout



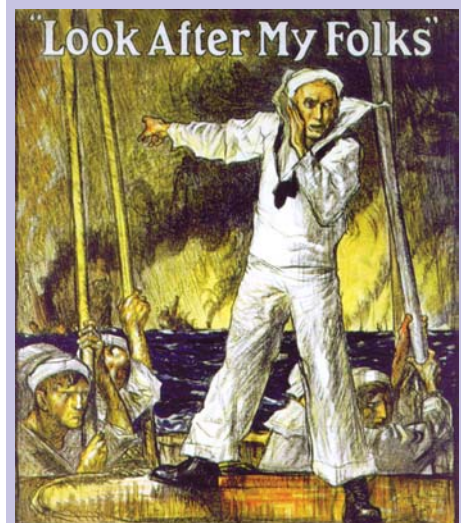
FISC Norfolk Commanding Officer Capt. L. V. Heckelman presents the Meritorious Service Medal to retired Capt. Cris Toledo, who now serves as the Ocean Terminal director. The award was for his assignment as Cheatham Annex Officer-in-Charge from 1998-2001. It was recently discovered that he had never been presented this prestigious award.



FISC Norfolk Commanding Officer Capt. L. V. Heckelman congratulates Lt. Tracey Lopez after presenting her with a Navy/Marine Corps Commendation Medal (gold star in lieu of third award). She had been assigned as a contracting officer

and smooth departure. The Tidewater area is staffed with a group of top-notch logistics professionals whose stellar support enabled Spica to smoothly juggle the competing priorities of loadout and change of command preparations. You all have displayed exceptional dedication and professionalism with an acute focus on mission accomplishment. The support we received from Steve Fisher and his Pier 8 team was consistently outstanding. Additionally, special thanks to Albert Ford and Sherry Garnett of FISC Norfolk. The CIVMAR/MILDET team on Spica again says thanks and well done for your hard work preparing our ship to reenter the continuing fight in the global war on terror. Spica - at your service - fighting freedom's fight.

## It's still not too late to give



**NAVY RELIEF SOCIETY**  
OFFICIAL RELIEF ORGANIZATION OF THE U.S. NAVY  
**CARES FOR THE NAVY'S WIDOWS AND ORPHANS**  
SUBSCRIPTIONS RECEIVED BY ANY BANK  
CELEBRATING 100 YEARS OF DEDICATED SERVICE

The 2004 Navy/Marine Corps Relief Society fundraising drive has been extended through April 16. Please donate if you can. The Navy/Marine Corps Relief Society provides interest-free loans and grants for emergency needs, need-based loans and scholarships for education costs, budget counseling and so much more for active duty and retired Sailors and Marines and their family members.



# Length of service awards presented at 85th celebration



Marvin Peralta - 40 years



Steadman Chambers - 40 years



Jay Schaumleffel - 40 years



Jeremiah Brown - 30 years



Larry Doggette - 30 years



Milton Jones - 25 years



Tony Pettaway - 25 years



Barbara White - 25 years



Ruth McClendon - 20 Years



Shirley Smalls - 20 years



## HAZMAT Team recognized for OEF/OIF support

FISC Norfolk Commanding Officer Capt. L.V. Heckelman congratulated HAZMAT Team employees for their efforts in support of Operations Enduring Freedom and Iraqi Freedom. The team expeditiously processed and delivered critical medical supplies for the Fleet Hospital Support Office. Pictured with Capt. Heckelman (l-r) are Jerry Easter, Leslie Doggett, Bishop Elvis, Tony Pettaway, Richard Berry, Gary McBride, Mary Hairston-Sellers, Craig Hughes, Mary Arnold, Bryant Nichols, and Richard Berry. Not pictured are James Wright, Mary Resico, Sammy Butler, and Randall Whiteside.

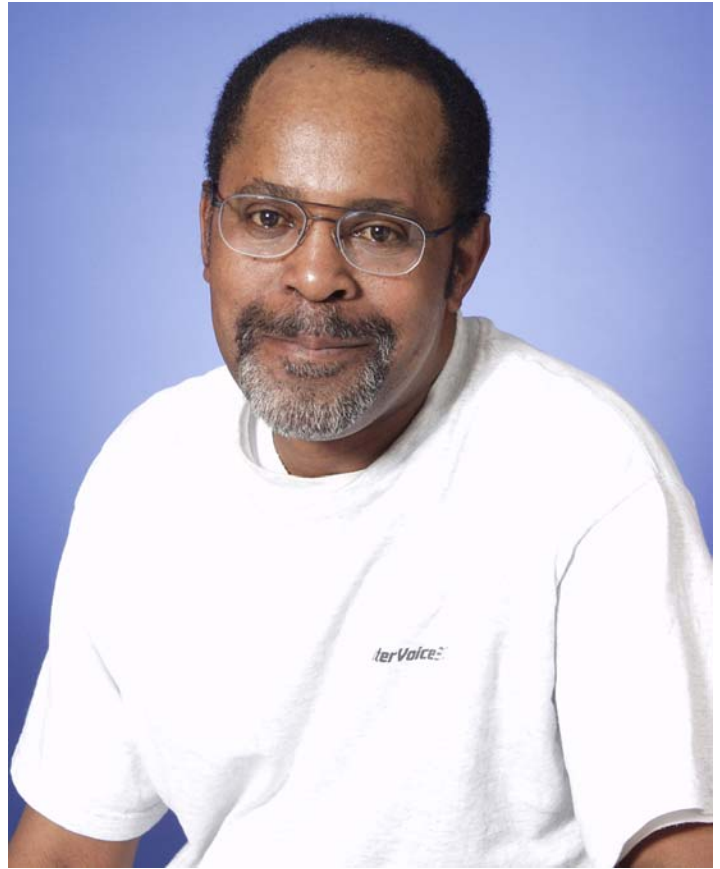




## **Bravo Zulu ... FISC Norfolk Employees of the Quarter**



*Karen McDaniels, Code 302, is the FISC Norfolk Supervisor of the Quarter.*



*Aundrey Parker, Code 101, is the FISC Norfolk General Schedule Employee of the Quarter.*



*Valerie Stewart, Code 302, is the FISC Norfolk Wage Grade Employee of the Quarter.*



*The FISC Norfolk Work Team of the Quarter is the Ocean Terminal HAZMAT Team. They are (left to right) Frank Davis, Dawn Lawless, Erik Manuel, Anita Baines, and John Washington.*

**Bravo Zulu**

